



DEFENSE CONTRACT MANAGEMENT AGENCY

Earned Value Management Center
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CAREER DEVELOPMENT PROGRAM:

Q1: Why do we now need DAWIA BUS-FM certification when previously, there was no such requirement? Why does this program require more than DAWIA certification for EVM Specialists?

A1: The Weapon System Reform Act of 2009 (887 report) Defense Support Team (DST) resulted in an action assigned to DCMA to standardize EVMS competency across all functional areas for which DCMA is responsible. For DCMA, that includes validating and monitoring Contractor's EVM Systems through Compliance Reviews, ongoing System-level Surveillance, and EVM Program Analysis. The ESCP is the Agency's initiative in response to that requirement.

Q2: Why add these new courses/activities? DAWIA certifications and courses provide Program Analysis and System Surveillance training at the appropriate level.

A2: A gap between DAU/DCMA courses and "real world work experience" exists regarding operational requirements as part of a DCMA employee's job. The DCMA courses focus more on DCMA internal processes required to accomplish the basic knowledge and skills taught at DAU. They complement each other, and incorporate DCMA standard and uniform approach towards closing that gap. The ESCP fills this gap utilizing the 5 Vector Training Model.

Q3: The purpose appears to develop all personnel performing EVM surveillance to be able to perform all EVM functions and lead any EVM review/team. It is difficult to imagine that all these people will be allocated time and funds to complete this program.

A3: The same purpose applies to all three key EVM functions - the goal is a "full up round" EVMS Specialist that has a wide range of capabilities and credentials. DCMA Senior Leadership has pledged their support in response to the 887 report.

Q4: What is the definition of "EVM Specialist" and whether that definition would include a PI if the PI's only EVM responsibilities are program analysis and/or perhaps some limited systems surveillance?

A4: (From the ESCP Instruction, paragraph 1): <http://guidebook.dcm.mil/51/index.cfm>

For the purposes of this instruction, a DCMA EVMS Specialist is defined as an employee who is responsible for performing one or more of the three key DCMA EVM functions, regardless of the specific job series of their position: 1) EVM Predictive Analysis, 2) EVM System Surveillance, and/or 3) EVMS Compliance Reviews.

Q5: What is the time limit for achieving expert, and taking all these training classes? What is the consequence for not achieving Expert level in 6 years.

A5: The ESCP member has 6 years to achieve Expert level, commensurate with achieving Level III DAWIA certification for BUS-FM. The number of employees meeting Entry, Journey, and Expert are tracked as a performance indicator and are reported as such. The consequence for not achieving Expert

level in 6 years is that it will adversely affect our performance indicator which measures the number of personnel at each level. Goals for achieving that performance indicator are listed in the ESCP instruction under "Performance Metrics/Standards."

Q6: To what level do PIs (or other peripheral PST members) need to enroll, and become certified, in the ESCP?

A6: We realize that often the PI (or other peripheral PST members) is considered to wear "multiple hats." If the PI contributes physical EVM work product, that PI is required to comply with the ESCPI and become Expert level certified. For example, if he/she is solely responsible for producing entire EVM Annex A (part of the PAR) contribution to the PAR for a program, or is also the only EVMS Systems Surveillance Monitor, then he must achieve Expert.

Q7: This is true even if he only spends 20% of his time on EVM?

A7: It has nothing to do with % of time spent doing EVM, but the physical work product for which the Specialist is responsible. If the PI (or other peripheral PST members) is the only Program Analyst responsible for completing the Annex A of the PAR, and no one else does, then yes, he/she is required to become Expert Certified. Consider this: If the program gets requests from external sources, the subject of an IG report, GAO audit, or OSD DAES and is required to be submitted to external customers, the product needs to be free of errors, include the technical capability to produce the standardized work product, with historic EVM trends including predictive analysis and at the high level of quality that comes with Expert certification. It is not acceptable to state that the work can be lower quality, less than Expert, because the Specialist only spends 20% of his time on EVM products.

Q8: To what level do PIs need to achieve who do not produce an EVM product?

A8: A PI who does not complete physical EVM work product and mostly relies upon an EVMS Specialist(s) to develop the physical EVM work product should be guided by the level required by the Program Integration Community Guidance, and any PI instruction/policy on such. He/she should also follow requirements set forth in the MPS instruction, as they pertain to EVM(S). All PIs need to understand EVM and its implications on Program analysis and Systems Surveillance and Compliance at a basic level.

Q9: When PST members are active, participating members in EVM related activities, are they required to become ESCP members? For example, the software or systems engineer may participate in CAM interviews as the technical subject matter expert during System Surveillance reviews at the request of EVMS specialist. That participating PST member may assist in write ups, documenting issues, and support the EVMS specialist in making assessments.

A9: If the PST member is not also the individual directly responsible for producing the EVM product (writing the EVM CAR, writing and submitting the SSR, or creating, developing, following the SSP), then the PST member is not required to part of the ESCP program.

Q10: Does this include DCMA Student Career Experience Program (SCEP)?

A10: No. SCEPs are not eligible, but that doesn't prevent them from doing EVM as part of their learning experience.

EXPERIENTIAL REQUIREMENTS

Q11: How are CMO EVM Specialists selected to be on Compliance Reviews? Will there be enough Compliance Reviews to support attendance?

A11: CMO Compliance review members come from the list of those ESCP members who have not completed that requirement on their training history. After an EVMS specialist is accepted into the ESCP program, the list of those needing that requirement is augmented with those not having those duties filled. There are roughly 22 - 29 compliance reviews every year, with appx 6 - 8 spaces per review for CMO team members. That is roughly 720 - 1392 spaces for fulfilling those requirements. There may be a misconception that the requirement is one compliance review attendance per year, and that is not so. Two over the total career development phase is what is required for non-EVM Center employees.

Q12: How does the mentoring program work?

A12: Right now, we are waiving the mentor/protégé requirement as part of the application process. We plan to link our requirement to the Mentor/Protégé program HC is developing, and is in pilot deployment now. Some of our team members are currently mentors in that program. We always encourage informal mentoring and OJT in the EVMS community as much as possible and our (emails) doors are always open for assistance at the EVM Center.

Q13: For certifications, what constitutes a professional certification? Does a PE count? PE's in industry run programs all the time.

A13: Yes, PE can count for professional certifications. Professional Certifications are desired, and not required. DCMA does not fund professional certifications at this time.

Q14: One of the experience requirements includes participation in an EVM conference, working group, or technical interchange meeting. Who pays for that participation?

A14: The ESCP member's own organization pays for that attendance. The ESCP member's participation is for the good of the agency, and thus, supported by each sponsoring organization.

TRAINING REQUIREMENTS

Q15: Is DAWIA level certification restricted by GS grade level?

A15: No, certain grade levels are *recommended* by the DAWIA act, and there are no mandatory requirements or restrictions by grade level. The following can be found in the ESCP policy under "Competencies and Certifications" at the Instruction website for ESCP
<http://guidebook.dcmamil/51/index.cfm>

AT&L Certifications – there are three AT&L certification levels: Level I (Basic or Entry Level); Level II (Intermediate Level); or Level III (Advanced Level). The level designated should correspond to the level of responsibility and expertise required by the position, and therefore typically corresponds to the grade of the position as indicated below from the “[AT&L Workforce Desk Guide](#)”, published 10 JAN 2006:

- GS-5 through 8 (and equivalent) typically require [Business Financial Management \(BUS-FM\) Level I certification](#) – recertification not required.
- GS-9 through 12 (and equivalent) typically require [Business Financial Management \(BUS-FM\) Level II certification](#) – recertification not required.
- GS-13 and above (and equivalent) typically require [Business Financial Management \(BUS-FM\) Level III certification](#) – recertification not required.

Q16: Several EVM(S) specialists come from job series while pursuing other DAWIA certifications as their primary career path. Are they also required to become Level III DAWIA certified in BUS-FM if they are on the path to achieve Level III, or have already achieved Level III in other DAWIA career paths?

A16: Yes, if the individual is responsible for performing one or more of the three key DCMA EVM functions, regardless of the specific job series of their position: 1) EVM Predictive Analysis, 2) EVM System Surveillance, and/or 3) EVMS Compliance Reviews.

Q17: Being that there is no job series specifically dedicated to EVM(S) surveillance, analysis, and compliance review work, several EVM(S) employees come from different job series such as 1101, 1150, 1515, and throughout the 08XX series. The employee's primary career field in ACQTAS may not be coded as BUS-FM, as is required by the ESCP. How do those employees get the required BUS-FM classes?

A17: It is the supervisor's responsibility and authority to designate the EVM(S) specialist ACQTAS primary career field as "K" representing BUS-FM. Since DCMA is considered a portion of the "Fourth Estate" in seat allocation at DAU, the Agency shares seat allocation among all other DoD agencies and services not part of the Navy, Air Force, or Army, each representing ¼ of seat allocation. This is not something that DAU controls, and the Fourth Estate manager at OSD allocates. Supervisors of EVM(S) specialists at DCMA are responsible for changing the ESCP employee's primary career path to "K" or that employee will not be coded as "Priority 1" for seating allocation in the Fourth Estate seat quota at DAU. Since DCMA is sharing ¼ of all classroom seat allocation with all DoD agencies and services, it is unlikely that those individuals not listed as Priority 1 will get seats in required classes.

Q18: By our estimates at the time most of our Engineers and PIs were by definition "EVM Specialists" and subject to the program. It appears that the training would cost the Directorate hundreds of hours of training over 6 years.

A18: Many of the training (DAU / CTMS EVMS) classes required by the ESCP are part of the other Engineering Competency requirements as well. The entire training cost in hours and \$\$ over a six year period for appx. 500 people was briefed to the Director and Deputy before being signed into policy. It was determined at that time that the job experiential requirements, OJT, formal and informal training were required to bring the EVMS competency up to the level necessary to carry out the duties as required for DCMA's performance as the Department of Defense Executive Agent for Earned Value Management Systems.

CERTIFICATION

Q19: Are there incentives to reward an individual's attainment of a particular level? Would an ESCP member have to attain a certain level before being considered for promotion?

A19: Attaining Expert level certification will reflect favorably on one's resume; therefore, it is logical to conclude that it may help gain a promotion. However, there are no guarantees given by this program.

Q20: Why is there a process to suspend certification?

A20: To ensure that personnel maintain their certification, or are removed if they do not continue to work in the field of EVMS.

Q21: Once the certification is granted, why must it be renewed every two years?

A21: On-going maintenance is important as employees occasionally leave the EVM profession within DCMA over the course of time. The Agency needs to ensure that the competency does not leave with the loss of key employees without rebuilding and regenerating.

Q22: The only way to get certified and keep the certification at the expert level is to perform all three Key EVMS areas. This is not possible because as soon as the person starts performing compliance reviews they no longer perform system or predictive analysis. Also a field EVM specialist will not be performing compliance reviews because this is not in their normal duties.

A22: Not quite correct. Paragraph 3.1 of the Instruction does not prevent a person from renewing certification if they have not been involved in all three key EVM functions during the past two years.

DCMA-SPECIFIC COURSES

Q23: Will new EVMS courses be specific to DCMA's involvement with Earned Value Management?

A23: Yes, DCMA has developed courses that meet our specific needs, processes, instructions, and policy which are not addressed elsewhere. These courses have been designed to augment or further the knowledge learned at DAU classes. There was a concerted effort to ensure that there is little or no replication of material from those classes already available at DAU.

Q24: Will employees need to be level GS-13 to attend the DAWIA Level III courses?

A24: Anyone who is in the program, regardless of grade, is to be considered priority 1 for BUS-FM Level III courses by DCMA. They do need to meet the pre-requisite criteria and there is no mandatory requirement regarding grade level to DAWIA certification level relationship.

Q25: For EVMS Journey Level, will there be a Leadership course as a requirement?

A25: The leadership course is currently at the Expert level. Nothing prevents an ESCP Member from completing the leadership course at any level if the opportunity arises. There are leadership experiential requirements at the Journey level. All courses without prerequisites can be taken at any time.

Q26: What is the difference between DCMA-required courses and "Other" required courses?

A26: DCMA required courses are built and taught internally. The "Other" required courses are built/hosted/taught by an external vendor.

Q27: It would be more cost effective for DAU to develop and administer career field certifications for Earned Value Management Specialist and Program Integrators based on input from DCMA.

A27: Many of the required courses are DCMA-specific and are taught internally by instructors with real world DCMA experience. They also involve DCMA-specific instructions, policy, processes, and tools. Currently, DAU does not have that capability, nor that authority.

Q28: Why is the Public Speaking requirement necessary?

A28: All ESCP members should be capable of articulating their findings in an effective manner both verbally and in writing. EVM Specialists are often called up on to present findings, derive conclusions, and defend recommendations to internal and external stakeholders.

Q29: What plans are being deployed to increase the availability for the required DCMA courses?

A29: We are currently working with Workforce Development and DAU to manage future training demand. All DCMA required courses have been fully planned with Workforce Development based on need through 2016. Each year, the DAU BUS-FM EVMS course requirements are projected and provided to DAU as part of the POM process.

Q30: What plans are being deployed to increase the availability for the required DAU courses?

A30: Future training requirements for DCMA personnel are regularly provided to DAU through the EVMC Training Branch lead.

EQUIVALENCY:

Q31: What is expected of the EVM(S) employees already performing at “expert” level, who have been doing EVM for 20 years? Are they also expected to be part of the six year developmental program to become Expert Certified?

A31: Yes. The instruction provides Equivalency for requirements in the program and individuals can submit evidence for Equivalency using the ESCPI-106 form found on the ESCP instruction.

Q32: Will there be a “grandfathering” of current personnel performing EVMS work?

A32: Yes and No. Everyone starts out by inventorying their background vs. the history matrix and then is placed into entry, journeyman or expert level accordingly. Whole person “grandfathering” is not an option, but individual requirement equivalencies are required to ascertain competency for each particular skill or class. In this way, we can reward those instances where years of experience or prior training can fulfill the ESCP requirement and still target specific gaps in an individual's competency needs.

Q33: Suggestion that BCF 211 and BCF 205 be made equivalent or interchangeable courses. BCF 211 is essential for current DAU Financial Management certification, but was not required for prior Business - Financial Management (BUS-FM) DAU certification. Requiring this class for those currently already holding BCEFM level II/III is not value added. The course content is not essential in order to perform any of the three key earned value functions (EVM Predictive Analysis, EVM System Surveillance, EVMS Compliance Reviews) and will not add to the students Earned Value knowledge base.

A33: Correct. The ESCPI-104 matrix recognizes all equivalent versions of BCF, BCEFM, to BUS-FM tracing and Level certifications. Course requirement changes from previous DAU BCF, BCEFM to BUS-FM recommendations are followed from the DAU policy and are not under the control of DCMA.

Q34: Will equivalency be considered for the 5 Fundamentals of EVM Modules located at the DAU-ACC-EVM Training Center Web Page? These courses do not produce a completion certificate.

A34: The Equivalency Request form may be used to process this type of inquiry.

Q35: Current EVM Specialists should be able to take a placement test to assess and determine the current level of their EVM expertise and entry point into the ESCP.

A35: Incorrect. A test would circumvent the intention of the ESCP. The goal of the ESCP is to provide new training opportunities, current situations and relevant work experiences that have not been offered previously. Equivalencies (ESCPI-106) are offered for those who have prior work experience or training for which individual ESCP requirements can be credited. After the appropriate substantiation has been evaluated and approved by the ESCP Board, the ESCP member can begin entry into the ESCP program at the level appropriate for his/her background, previous education, training, and experience.

Q36: How do individuals complete training verification evidence, if equivalent training is not documented and/or course titles have changed? (Paragraph 1.1.3)

A36: Provide as much historical information on the Equivalency Form (ESCPI-106) as possible; and it will be reviewed by the ESCP Board IAW the ESCP-117 Responsibilities, Assignment and Authority (RAA). If that information does not exist, then you must take the course.

Q37: How does the DAWIA Business - Financial Management Certification (BUS-FM) tie into the three certification Levels?

A37: In general: Entry Level - DAWIA I, Journey - DAWIA II, Expert - DAWIA III. They are not required to be earned concurrently or exclusive to companion levels. An ESCP member may pursue ESCP Entry while holding a DAWIA Level II.

Q38: Will the board consider a waiver for experience?

A38: Yes. Work experiences are part of the equivalency request process (ESCP-106) though not specifically a waiver. The requirement is not waived. The ESCP member must still provide evidence that the specific training or work experience has been satisfied through other methods.

Q39: Is there an Equivalency Request Process for DAU courses?

A39: DAU has a method similar to the ESCP equivalency process called Fulfillment: DAU Fulfillment Program - <http://icatalog.dau.mil/DAUFulfillmentPgm.aspx>.

EXAMINATIONS:

Q40: If an EVM Specialist passes all the DAWIA courses, what is the purpose of the ESCP Learning Exams?

A40: To verify that personnel possess the requisite knowledge and skill to perform at a high level. Several of the DCMA training courses and work experience are not taught or covered in any way through gaining the Level I, II, or III DAU BCF, BCEFM, BUS-FM certifications.

Q41: What if the ESCP Member does not pass the exam?

A41: The certification exam allows the user to retake the test as many times as needed to pass. The exam is structured in such a way to allow the ESCP member to target those areas that were not passed for future continued growth and concentrated study. In some cases, the ESCP member may find it useful to take remedial training, repeat training or repeat work experiences until that area is learned.

Q42: Will the learning exam be proctored? What material is allowed during the exam? How will the tests be graded (multiple choice)?

A42: The learning exam will be online and the instructions will be defined at the time of the exam.

Q43: How will passing or failing affect performance appraisals?

A43: Year-end employee performance appraisal is entirely up to the employee's supervisor and is not governed by this instruction in any way.

MENTOR:

Q44: Who will mentor the lower levels when no higher level EVM specialist resides in the same CMO/office?

A44: Mentors could reside in another CMO, Region, or other HQ office. Formal mentoring is still being developed as ESCP Expert level members are developed. A structured mentoring program is planned for a later release of the ESCPI, in conjunction with Mentor-Mentee program currently in pilot status under HC.

Q45: When EVM Specialists reach the Journey level they will have to be a mentor and also assigned to be mentors for up to 6 protégés. This appears to be a very significant time and resource burden.

A45: The two assignments as a protégé and as a mentor will not be concurrent. The workload burden is considered when structuring the formal mentoring program. This may be revised based on HC Mentor-Mentee pilot program.

Q46: Who evaluates the mentor's ability to mentor? If the protégé fails or receives a low rating, does this have any effect on the mentor? (Paragraph 2.1.2.4.3)

A46: The protégé controls his own destiny; and vice versa. The relationship of the protégé and the mentor will be determined between parties involved.

PROGRESS:

Q47: Quarterly Progress Reports throughout the certification program seems quite labor-intensive. Perhaps semi-annual progress would be sufficient.

A47: Disagree. Quarterly reporting supports the Agency Performance Reviews by collecting quarterly Performance Indicator metrics. Reports at such long intervals are typically forgotten and difficult to recall what has transpired over a 6-month period. The reporting format and delivery is to be reviewed periodically to determine if efficiencies can be realized over time.

Q48: The Quarterly Progress Report to the ESCP Board is an unnecessary requirement. This process is a supervisor responsibility.

A48: The EVM Center has a quarterly obligation to report progress in attaining the Agency Execution Plan objective of 280 Expert level EVMS Specialists by 2016. This is the primary reason for this collecting this metric and reporting less than quarterly is not an option. Additionally, the ESCP program makes no claim to intercede between employee and supervisory responsibility. It is entirely up to the supervisor how the metrics are used to rate the ESCP member, if at all.

Q49: Requiring Annual Progress Report no later than the final Friday in December is an issue due to the busy time of year.

A49: The completed and signed Annual Progress Reports shall be emailed as a scanned attachment to the ESCP Board by NO LATER THAN the final Friday in December. Meaning any time towards the end of the year is acceptable, including submitting early to avoid workload issues.

Q50: (Following on to Q49) This implies the ESCP Board will provide a rating to the Applicant's Individual Performance Plan (IPP) in addition to their immediate supervisor? (Paragraph 1.1.4)

A50: The ESCP Member is held accountable to CTMAs by his/her supervisor. The supervisor may seek input from the ESCP Board, but the supervisor has final input. There is no intention of this instruction to intercede between the employee and supervisor performance evaluation.

Q51: If a Member's certification is suspended, define what EVM duties can or cannot be performed.

A51: If a certification is suspended, the EVMS Specialist may continue regular duties as well as working to the Corrective Action Plan (CAP) actions outlined in the suspension form by the ESCP Board.

Q52: Individuals who have requirements for their position to reach DAWIA certification within a timeframe may not be able to do both DAWIA and ESCP Certification within the 2-year timeframe. What happens if the 2 years goes by and certification is not achieved?

A52: Nothing happens to the ESCP Member. However not meeting the timeframe will eventually adversely affect our performance metric PI # 152 as defined in the Indicator Matrix and Strategic Initiative

1. Not meeting DAWIA requirements is governed the way it always has been and is monitored by the employee's training coordinator.

Q53: What would be the consequences of poor progress in the program?

A53: Poor progress that is NOT due to elements beyond the employee's control will be addressed on a case-by-case basis. The goal is for the employee to be accountable to provide an honest effort to complete job-related responsibilities.

Q54: Who is responsible for ensuring that an employee's performance rating is not adversely impacted by factors that are not fully in their control, such as getting scheduled to be on a Compliance Review team or receiving approval for training? (Paragraph 1.1.4)

A54: The annual progress report in the MDP explicitly states that the ESCP Member should list any difficulties in obtaining training in his/her self-assessment. The supervisor reads the self-assessment and considers that information as part of the employee's overall performance rating. The ESCPI explicitly states that, "The Annual Progress Report has no bearing on the Employee's annual performance rating. The ESCP Board has no formal means of taking action against the member based upon the Annual Progress Reports. The Supervisor maintains that formal control via the ESCP-based CTMA." See paragraph 2.1.2.3.3 for more information.

Q55: It is not clear what the corrective actions are to restore the certification. Is the corrective action plan the same corrective action plan as the CBA (section 13: taking actions based upon unacceptable performance)?

A55: No, the corrective action plan is specific guidance from the ESCP Board as it relates to EVM training and work experiences. Overall poor employee performance related to areas beyond participation in the ESCP is the responsibility of the employee's supervisor.

Q56: Two years is not sufficient to complete of each level of the program.

A56: Each level should be completed within 2 years. However this is not a hard requirement. Two years is the goal for each level in order to meet our Agency's objective of 280 Expert level EVMS Specialists by Dec 2016.

COMPLIANCE REVIEWS:

Q57: On the learning maps for Entry level under Required Experience, it says one must be a contributing member on a Compliance Review (CR). Is the EVM Center going to be in charge of making sure folks are able to attend a CR? Or will there be a schedule of upcoming compliance reviews for which people volunteer?

A57: Yes, the EVM Center will be responsible for making enough CRs are available and coordinating the schedule of upcoming CRs.

Q58: For the purposes of certification, what qualifies as a Compliance Review? Why are PAVs and IVs excluded from qualifying? If no Compliance Reviews are scheduled at the member's CMO, will members be required to go on TDY to support a Compliance Review? Who will pay for the costs of a TDY?

A58: PAVs and IVs are excluded because of their reduced scope compared to a regular Compliance Review. Most likely, CMO members will be required to go TDY to attend a Compliance Review at some point during the program. EVM Center pays TDY costs for team members.

Q59: On average what is the anticipated time required to be a contributing Team Member for a Compliance Review? (including preparation and actual on-site time).

A59: Since each review varies, the Review Leader will set clear expectations for each Team Member before and during the review. Some CRs are conducted in one week, some are conducted in two. There is some preparation time required prior to the one-week/two-week TDY, which varies based on scope of the effort and role of the team member.

Q60: How much time is envisioned in building up to becoming an Area Lead for a Validation Review?

A60: The ESCP offers a natural progression from one work experience to the next. The exact time varies. Compliance Review team members should be participating members first, before becoming interview leads, and finally progressing to area lead.

Q61: Will Compliance Reviews be an impediment to progressing in the program?

A61: No, Compliance Reviews are one of the best ways to learn EVM and will be a positive learning experience. There is no shortage of compliance reviews to be conducted by DCMA over the next 6 – 10 years.

WORKLOAD:

Q62: Is a waiver required if the EVMS Specialist is not certified within the defined time frame?

A62: No, a waiver is not required. But, action should be taken to address why certification has not been achieved.

Q63: Are there enough resources to fulfill ESCP requirements in addition to our normal day-to-day job responsibilities?

A63: The ESCP requirements have been established in such a way as to provide minimal disruption to normal work duties.

Q64: How will the EVM Center be able to add the administration of this program to their workload?

A64: A separate, fully staffed group within the EVM Center manages the ESCP.

MISCELLANEOUS:

Q65: Why must we document everything on the 3 Master Development Program forms when there is already a requirement for documenting training on the Individual Development Plan (e-IDP)?

A65: The e-IDP and the Master Development Plan should be in sync with each other. However the e-IDP may also include other things besides EVMS. The MDP should be used as a planning document to work between the individual and supervisor. Additional information may be required to substantiate the experiential requirements and should be documented in the appropriate locations on the MDP when submitted for certification requests.

Q66: How is the membership and management process of the ESCP Board defined?

A66: The ESCP Board process and membership is defined via ESCPI-117 (ESCP Board RAA).

Q67: At some point in the future will the EVM Center only accept SSOM/SSI related products (SSPs, SSRs & CARs) from ESCP certified members? If so, what will the minimum level of certification required?

A67: No, any required submittals of EVMS information will be accepted regardless of certification status.

Q68: Presently it is not clear if a Non-Center employee can perform a function that falls under the Center-Only area and count it as fulfilling a requirement.

A68: Non-Center work experience requirements are limited to non-EVM Center personnel only. Likewise, EVM Center employees work experience requirements are limited to EVM Center personnel only. Exceptions are made if there has been a change in job duties. Ex: an employee previously at the CMO only has accepted a job at the EVMC. Previous non-EVMC requirements are accepted, as well as newly acquired EVMC-only requirements, as they occur. The goal is to ensure that the experience is achieved, and make possible for all EVMS specialists, regardless of specific position.

Q69: Why are the work experiences to be documented in an updated resume?

A69: A professional format for reporting work experiences is the goal. It also encourages employees to keep their resumes current.

These questions and answers will be added to the ESCP instruction FAQ page. For further information, direct questions can be submitted to "ESCP Board Inbox" at ESCPboard@dcma.mil